

Message Text

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ACTION AF-06

INFO OCT-01 ISO-00 AID-05 PER-01 IGA-02 MMO-01 /016 W

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R 050935Z MAR 76

FM AMEMBASSY NIAMEY

TO SECSTATE WASHDC 3041

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STATE FOR AF/EX, AF/W AND PER/CA/FS/AF;

AID FOR SER/MO, AFR/EMS

E.O. 11652: N/A

TAGS: AFSP, NG

SUBJ: NIAMEY ADMIN ORGANIZATION

REF: A) 75 NIAMEY 4839; B) STATE 024484; C) STATE 36925;

D) 75 STATE 291550; E) NIAMEY 0305; F) NIAMEY 0451

1. WE HAVE EXAMINED AT LENGTH PROPOSED REORGANIZATION OF NIAMEY'S ADMINISTRATIVE SECTION AS SET FORTH IN REFS A AND B WITH FS INSPECTORS, MORE RECENTLY WITH MEP RS PERKINS AND NALLE FROM OFFICES OF DEPUTY UNDER SECRETARY FOR MANAGEMENT AND DIRECTOR GENERAL OF FOREIGN SERVICE (STATE 019679) AND WITH ALL CONCERNED ELEMENTS OF MISSION. WE CONCLUDE THIS REORGANIZATION IS GENERALLY ACCEPTABLE. HOWEVER, IN ORDER PROVIDE PROPER MIX OF PEOPLE AND ORGANIZATIONAL UNITS TO INSURE THAT THIS MISSION MANAGES ITS BUILDUP EFFICIENTLY AND AS ECONOMICALLY AS POSSIBLE, I PROPOSE FOLLOWING MODIFICATIONS:

A) EXECUTIVE OFFICER TO BE RESPONSIBLE TO RDO FOR PROVIDING PROGRAM AND MANAGEMENT LOGISTICAL SUPPORT TO RDO STAFF AND TO BE RESPONSIBLE TO AMBASSADOR FOR SUPERVISION OF GSO SECTION WHICH WILL SERVE ENTIRE MISSION. I WOULD ASSUME EXECUTIVE OFFICER WOULD CONCENTRATE ON MEETING REQUIREMENTS OF RDO WHICH BY FAR LARGEST ELEMENT OF MISSION. TO FURTHER CLARIFY THE FUNCTIONAL CONTROL RELATIONSHIPS AMONG THE EXECUTIVE OFFICER, RDO AND AMBASSADOR, I INTEND THE FOLLOWING: EXECUTIVE OFFICER

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PER WOULD BE PREPARED BY THE RDO AND REVIEWED BY THE AMBASSADOR;

DEPUTY EXECUTIVE OFFICER'S PER WOULD BE PREPARED BY EXECUTIVE OFFICER AND REVIEWED BY THE DCM WITH INPUT FROM THE RDO. STATE GSO'S PER WOULD BE PREPARED AND REVIEWED AS OUTLINED IN PARA 3 REF B.

B) PRESENT STATE ADMIN OFFICER TO BECOME DUPUTY EXECUTIVE OFFICER, HE SHOULD CONCENTRATE ON FUNCTIONS LISTED IN PARA 1A OF REF B BUT WILL ALSO BACKSTOP EXEC OFFICER AND HELP WITH GSO SECTION AS NECESSARY.

C) GSO SECTION WHICH IS 90 PERCENT OF OUR ADMINISTRATIVE HEADACHE AND CONCERN TO BE STAFFED BY THREE SEASONED OFFICERS, TWO FROM AID AND ONE FROM STATE, ONE OF WHICH WILL BE SUPERVISORY GSO. WITH THIS ARRANGEMENT, I BELIEVE WE CAN GRADUALLY OVERCOME PROBLEMS DESCRIBED AT LENGTH IN NIAMEY 4720 THROUGH 4724, BEGIN TO PUT AN END TO PRESENT WASTEFUL AND INEFFICIENT METHODS AND EVENTUALLY DEVELOP SOUND ADMIN SECTION RELEVANT TO ENVIRONMENT WE ARE WORKING IN AND CAPABLE OF SUPPORTING MISSION'S DEVELOPMENTAL EFFORT. WITH PRESENT STAFF WE ARE BEGINNING MAKE SOME DENTS IN BACKLOG; IF IT IS STRENGTHENED AS PROPOSED, WE SHOULD ACHIEVE THESE GOALS IN GOOD TIME.

5. CRITICAL TO ACHIEVING THESE GOALS IS A MORE COMPETENT LOCAL STAFF, STATUS OF WHICH WE ARE PLEASED TO SEE IS AGAIN ENGAGING DEPARTMENT'S ATTENTION (STATE 41387 AND 48100). SERIES OF INSPECTORS AND OTHER OBSERVERS HAVE RECOGNIZED THIS NEED AND HAVE URGED VARIETY OF TRAINING PROGRAMS FOR PROFESSIONAL DEVELOPMENT OF FSL'S. THESE HAVE NEVER MATERIALIZED BECAUSE OF LACK OF FUNDS AND SLOTS AND BECAUSE AMERICAN SUPERVISORS HAVE BEEN TOO BUSY PUTTING OUT FIRES TO TRAIN PERSONNEL. WITH STAFF AND ORGANIZATION OUTLINED ABOVE, I BELIEVE WE CAN FINALLY MAKE PROGRESS ON THIS FRONT. I ATTACH PARTICULAR IMPORTANCE TO THIS POINT BECAUSE NIAMEY, HAVING BEEN ONE OF FIRST POSTS IN AREA TO AFRICANIZE ITS LOCAL STAFF, SHOULD NOT NOW TURN TO TCN'S. TRAINING OF FSL'S UNDER COMPETENT AMERICAN GSO SUPERVISOR IS FAR BETTER LONG-RANGE SOLUTION AND IS COURSE WE SHOULD FOLLOW.

6. THIS POINT IS RELEVANT TO PROPOSED ASSIGNMENT OF JOSEPH NOVAK (PARA 2 REF C). TO COPE WITH EMERGENCIES, WE LIMITED OFFICIAL USE

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HAVE WAIVED FRENCH REQUIREMENTS FOR SEVERAL TDY AND OTHER ASSIGNMENTS TO ADMIN SECTION IN LAST NINE MONTHS. HOWEVER, BELIEVE TIME HAS NOW COME TO DEVELOP ADMIN AND GSO STAFF THAT CAN OPERATE PROPERLY, SUPERVISE EFFECTIVELY AND GENERALLY COMMUNICATE LOCALLY. ACCORDINGLY, WE DO NOT BELIEVE WE SHOULD WAIVE 2/2 LANGUAGE REQUIREMENT ANY LONGER. IF NOVAK CAN ACHIEVE 2/2 LEVEL WE WELCOME HIM, BUT IF THIS WILL DELAY FILLING THIS BADLY NEEDED POSITION UNDULY, BELIEVE WE SHOULD LOOK ELSEWHERE.

7. TO CARRY OUT OUR PROPOSED ORGANIZATION, SEVERAL SPECIFIC ACTIONS REQUIRED:

A) STATE GSO POSITION WILL HAVE TO BE UPGRADED AS RECOGNIZED IN PARA 4C REF D. WE HAVE IN MIND SUBMITTING NEW JOB DESCRIPTION AT O-5 LEVEL, BUT WOULD APPRECIATE DEPARTMENT'S VIEWS WHETHER QUOTE SEASONED UNQUOTE CAN BE OBTAINED AT THAT LEVEL. WOULD O-4 LEVEL BE MORE RELEVANT TO OUR NEEDS? (FI. WE ARE ALSO PLANNING RECOMMEND UPGRADING DCM POSITION TO O-3).

B) EXECUTIVE OFFICER POSITION WILL HAVE TO BE APPROVED UNDER MODE CONTROLS. RECENT MESSAGE TO DEPARTMENT REVIEWING AND APPROVING AID AND PC CEILINGS AND NEW POSITIONS AT NIAMEY DID NOT INCLUDE THIS POSITION. IF FOREGOING ARRANGEMENT IS ACCEPTABLE TO DEPARTMENT AND AID, I AM READY TO APPROVE THIS POSITION.

C) HERTZOG WILL CONTINUE IN ONE OF THE GSO POSITIONS. AS STATED IN PREVIOUS MESSAGE WE WOULD EXPECT EXECUTIVE OFFICER TO ORGANIZE THE GSO AND DESIGNATE SUPERVISORY PERSONNEL ON HIS ARRIVAL.

8. ACTION REQUESTED: DEPARTMENT AND AID: A) APPROVE ORGANIZATION OF ADMIN SECTION AS OUTLINED ABOVE; B) ADVISE US ON PARA 7 (A) AND (B) ABOVE.HECK

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